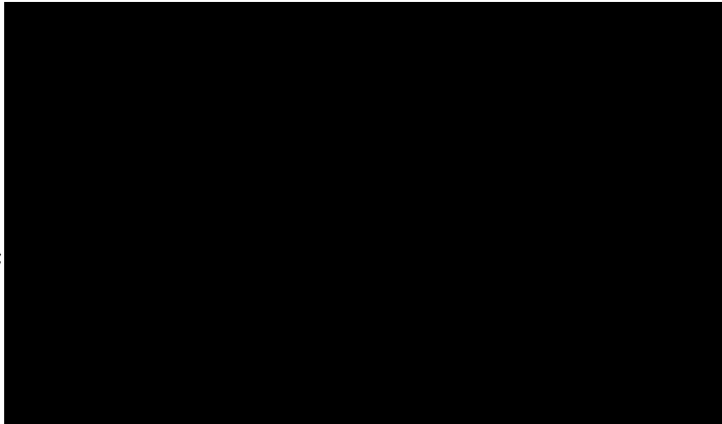


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. . . . The 148th meeting of the CIA RETIREMENT BOARD convened at 2:00 p.m. on Thursday, 10 December 1970, in the D/Pers Conference Room, with the following present:

25X1A9a

Guests:



25X1A9a

25X1A9a

here on the [REDACTED] case. He will explain what it is all about.

25X1A9a

25X1A9a

All right. Go ahead, [REDACTED]

We're looking for only four months of domestic service here for Bob

[REDACTED] but we have to be as critical about the four months, really, as

we would if it was more than [REDACTED] that. I think it was the consensus

of the Board last time that possibly [REDACTED] was the focal point or sort

of case officer to look after this man and to see that he received language

training, etc. --

25X1A9a

It was a group of men.

[REDACTED] I realize that, but they were our

own staff people, and in a couple of cases contract people -- and they

were American citizens. I must admit that I myself, personally,

lean on some individual cases that I know about. One was where a

fellow came back from one cover assignment and he was living here in

the area -- and you visit him and say, "Now don't worry -- we'll

get you out in another few months, etc." But how much tradecraft

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does a man have to use when he is dealing with our own people? - that is what we are trying to get at.

25X1A9a

[REDACTED] Well, I think the amount of tradecraft depends upon how broadly you want to define tradecraft -- that's No. 1. And No. 2, what other purely operational considerations - judgment, assessment, etc., come to bear in each of these problems. And then to evaluate those, I suppose, in comparison with similar jobs being done by officers overseas, is the only way I can make any sense out of it.

25X1C

[REDACTED]

25X1A9a

[REDACTED] Well, let me try to clear up this point — because I can see your hang-up on this. Right or wrong, the Board has taken a position in interpreting the intent of Congress and our own regulations -- and we recognize all of the problems with it -- that if you are overseas or outside the continental limits of the United States you are qualified for this System, and we were not going to sit in judgment on the specific duties of every person, nor the difference

25X1A6a

between their duties [REDACTED]

So we're over that hurdle. And we recognize that particularly liaison

25X1A6a

jobs in [REDACTED] are not terribly trying in terms of tradecraft, but

[REDACTED]

25X1A

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25X1A

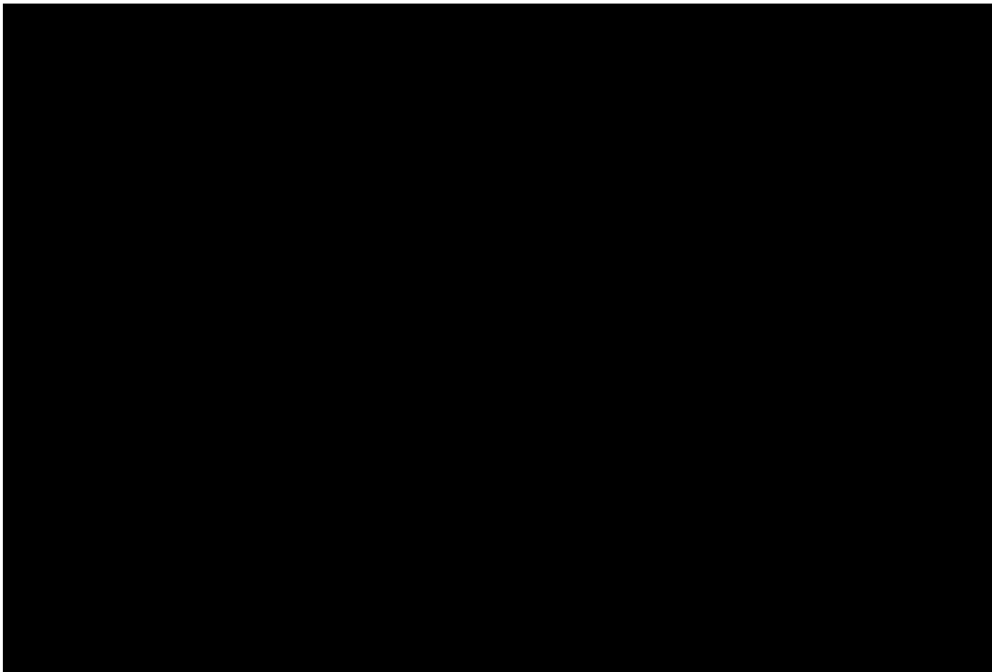
[REDACTED] the fact that you uproot your family and go overseas and live in a foreign environment entitles you to this early retirement system.

Now, to go back to duty here in this country.

The amount of expertise, the amount of operational brilliance, the demanding nature of the decisions, really has nothing to do with it.

Because there are a lot of people sitting right down the hall who had that type of problem. That won't get it for them. The thing that must be different back here is that they are doing things that very few people in the U.S. Government are doing, and they are doing it in such a way that they have to exercise covert tradecraft to get the job done, and they are under very stringent security requirements. It's for this reason that relatively few people get domestic qualifying service. There are

25X1C



25X1A9a

Now we're looking in [REDACTED] case for any of these criteria. And I wouldn't say we are making a sweeping generalization, because I think we always have to look at each guy, because each case is always a little different. So in spite of the fact that we're looking at all of this in general, it might help to stick with

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25X1A9a one - the [REDACTED] case - for a minute and say: What did he do that really required covert tradecraft or the exercise of a lot of judgment to maintain his security? Not to do a good operational job. Does that help?

25X1A9a [REDACTED]

That was a pretty good speech, Harry.

[REDACTED] Well, it's confused in a lot of people's minds.

25X1A9a [REDACTED]

I can tell you what would be lost if he didn't do it, and I suppose that is about the only way I can put it. In other words, the men he has been handling-- And he has been in an unusual situation, because there's been kind of a cluster of them -- unlike the other branches in the Division. You may know--

25X1C

[REDACTED]

25X1A9a [REDACTED]

That was what prompted the idea of having somebody like you come here to talk to us on this case.

25X1A9a [REDACTED]

I'm also on the agent panel, so my MOS reads non-official cover as much as it does Chief of

25X1C

[REDACTED]

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want to push it that far. But from my own kind of parochial point of view I would think that --

25X1A9a
... [redacted] was called from the meeting to take a phone call ...

25X1A9a [redacted] John, I don't suppose that in our approach to Congress this was explored --

25X1A9a [redacted] Not in any detail. 25X1A
[redacted] may be that what [redacted] is saying is perfectly legitimate, all the people who are engaged in this process should be. But I had no knowledge of having seen any of it in any proceedings or hearings or anything.

25X1A [redacted] Well, you had very little of this in terms of one man doing this over a period of time. You would have

25X1C

[redacted]

25X1A9a
... [redacted] rejoined the meeting at this point ...

25X1A9a [redacted] Now we seem to be getting into a career cover officer.

25X1A9a [redacted] I would also think it's related to a certain extent to the whole domestic problem.

25X1A9a [redacted] Does anyone else have any questions? (No response.)

Thank you very much, 25X1A9a
... 25X1A9a [redacted] withdrew from the meeting ...

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25X1A9a

Before I leave --

25X1A9a

I'm sorry, Charlie. You wanted

to be [REDACTED] here for the [REDACTED] case, didn't you. I didn't

know that [REDACTED] was going to be here this early.

25X1A9a

25X1A9a

Let me say my feeling on the

25X1A9a

[REDACTED] case is that in view of the others who were working in the same offices with him through the period involved when he was in Central

Cover, since they have been accepted into the System I don't see how

we can tell [REDACTED] that he can't be accepted for the same duty. In

accepting this case, I think we need to go back to the DD/P and to

Central Cover Staff and put them on notice that in the future we have

reservations about this kind of service --

25X1A9a

25X1A9a

But where do you cut that? What

about the very next guy? - isn't he going to be in the very same situation?

For what this is worth, I did talk to Gordon

25X1A9a

[REDACTED] - across the desk with him - on let's assume the Board has

done sufficient digging on this central cover business, including direct

interrogation of the head of Central Cover Staff, and as a result of that

we are no longer persuaded that all of this central cover work is

automatically qualifying, would you be hung up if we said "no" to a

guy who claimed - "But you gave it to the other man." And 25X1A9a

said, "No, I can't say you have to perpetuate every error--

25X1A9a

Okay -- right! My feeling was

we should put them on notice - the DD/P and Central Cover - that

henceforth we question this service as qualifying service.

25X1A9a

. . . [REDACTED] withdrew from the meeting

at this point . . .

25X1A9a

[REDACTED] has been sitting

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outside waiting to come in for 15 minutes.

25X1A9a

All right, let's hold off a few

minutes, then, on this 25X1A9a case.

And let's take up the case now

of 25X1A9a

As I read this case I found a

[REDACTED]

25X1C

25X1A9a

get to her. [REDACTED] is the one who was with her --

25X1A9a

[REDACTED] Wouldn't the easiest solution be for them to keep her in Saigon another five months. Is that all she needs?

25X1A9a

No. She has only 38 months now.

She needs 21 months.

25X1A9a

[REDACTED] Her tour will be completed in March, 1971.

25X1A9a

[REDACTED] Oh, I was thinking of another case here.

25X1A9a

Shall we bring [REDACTED] in?

(The Board members indicated in the affirmative.)

25X1A9a

. . . [REDACTED] Executive Officer,

25X1A9a

Central Cover Staff, then joined the meeting to speak to the [REDACTED] case . . .

25X1A9a

[REDACTED] thank you very much for coming here on such short notice.

25X1A9a

I assume you have read [REDACTED]

memo?

25X1A9a

[REDACTED] Yes, and I just re-read it before I came up here.

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25X1C



25X1A9a

She was a secretary, she cooked,
she washed the dishes --

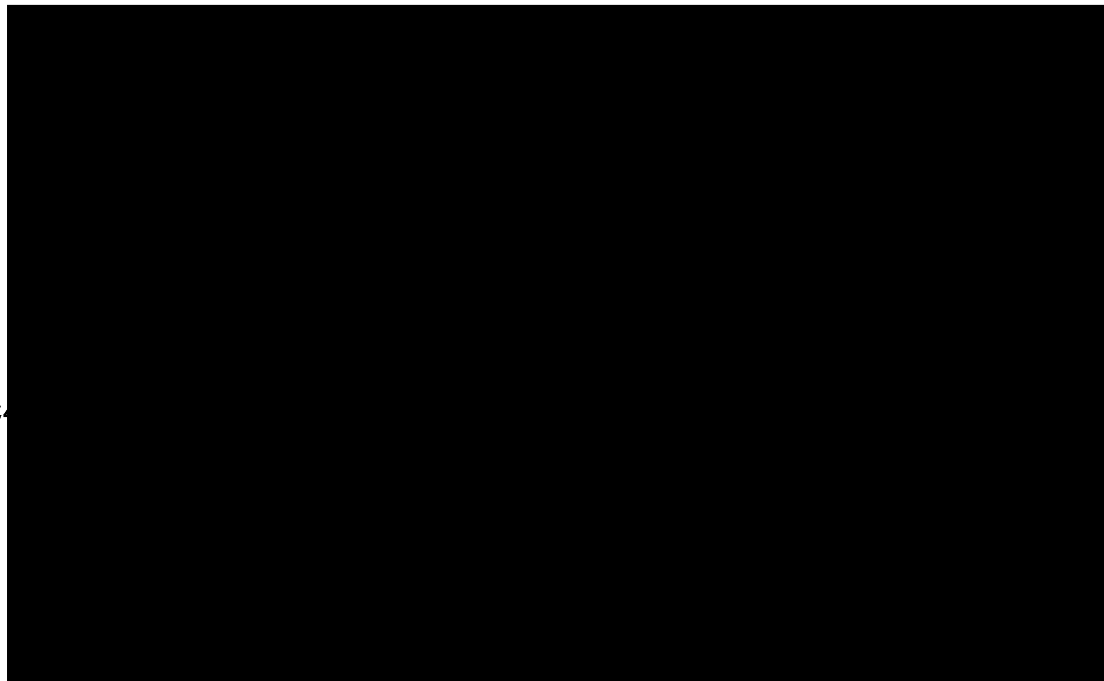
25X1A9a

But this was for herself?

No, it was for the whole group --
for everybody that was there.

Well, to sort of set the tone for this thing I
might just say that if you haven't known Tess and haven't worked with
her you have missed a tremendous experience. She is a very complicated
and different person, if you do know her, and she has a lot of good assets
and she has a lot of very strong liabilities -- but you can't take away from
the fact that through all of this - even in her highest anger she is a
very, very hard worker and a very dedicated one. And I have no love
for her particularly. But for this purpose here I feel justified in saying
that this should be considered for the purpose you have before you
now, in my opinion.

25X1A9a



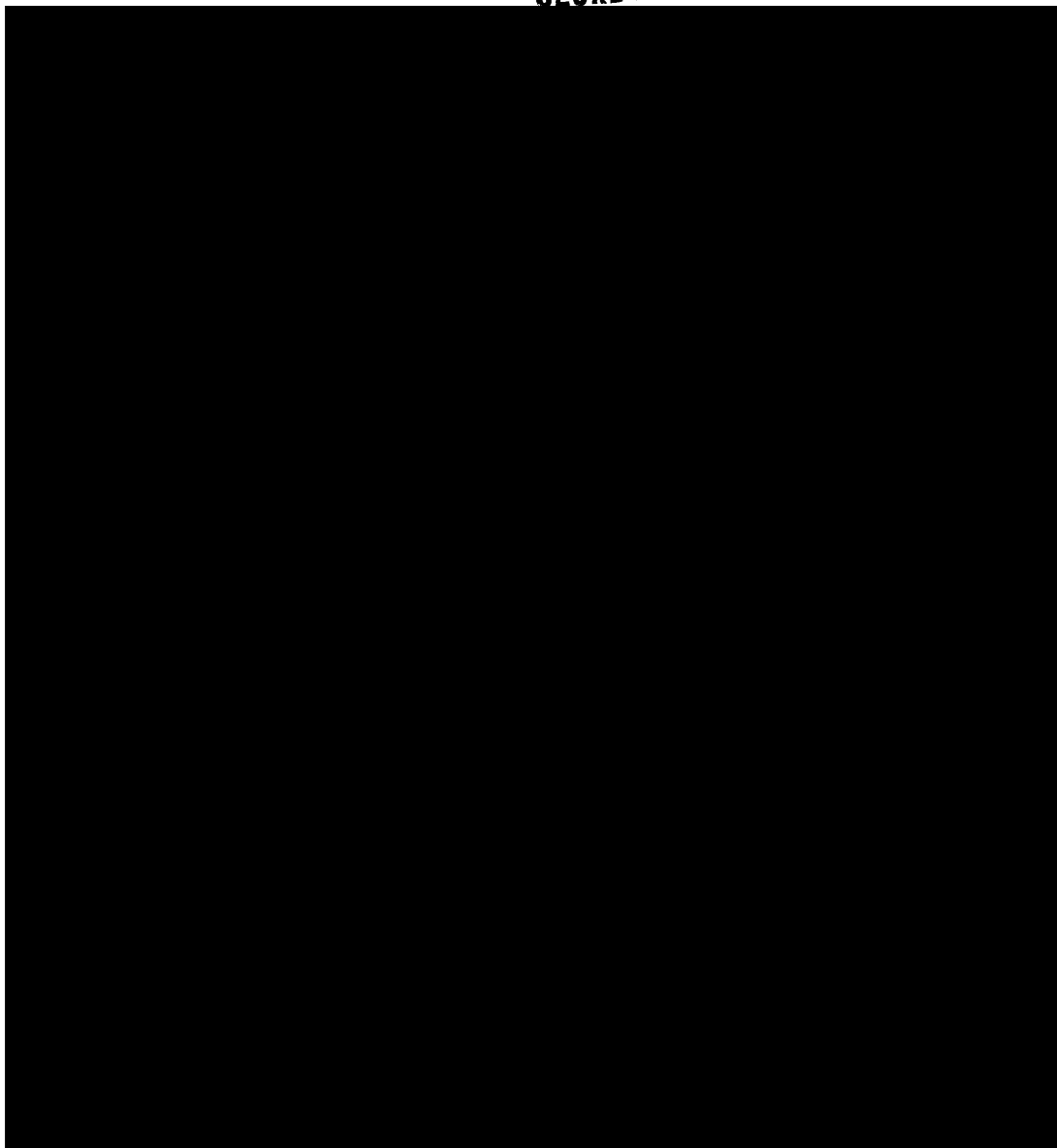
25X1C

25X1C

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25X1A

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Well, I hope I've given you something here that
is helpful.

25X1A9a

You certainly have! Is Ken

25X1A9a

writing this all up for posterity?

25X1A9a

This is a good one to have every

25X1A6a

time one of these ones come up.

25X1A9a

Well, I've enjoyed this. That was

one of the greatest laboratories I have ever been in.

25X1A9a

Okay. Ray, thanks very much.

I enjoyed it.

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25X1A9a [REDACTED] And the whole pattern shows she has been willing to go overseas, and to 25X1A6a [REDACTED] -- all of these things -- I think she deserves credit for it.

25X1A9a [REDACTED] n? [REDACTED] I'm perfectly happy about this (giving her qualifying service). I don't think 25X1A9a [REDACTED] made as strong a case as he could have, frankly.

25X1A9a [REDACTED] You hate to interrupt these people when they're talking, but you can see that they're wasting time sometimes in building up documentation which is not pertinent. But these people that come in to talk to the Board seem to have a preconceived speech in their mind, and, By God! they're going to give it.

Jay? 25X1A9a [REDACTED] Well, from [REDACTED] what I've heard it seems very much like a borderline case. I wasn't much impressed here. But I'd rather take 25X1A9a [REDACTED] judgment on it, since he was down there -- so I'd go along with that.

25X1A9a [REDACTED] Well, I shouldn't use my personal experience, but frankly it just turned out that during the period of the gestation of this Retirement Act - and shortly after - I was down there for three or four different periods, and I just tried to examine the duties of some of these people in light of some of these things, and to me 25X1A9a [REDACTED] hasn't made nearly as strong a case as I think he could have.

25X1A9a [REDACTED] I think what has happened is that with the passage of time some of the details have been forgotten.

25X1A9a [REDACTED] Well, I'll move that [REDACTED] be designated a participant in the CIARDS.

25X1A9a [REDACTED] Second.

. . . This motion was then passed . . .

~~SECRET~~

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25X1A9a To go back to the 25X1A9a case,
 I didn't realize that 25X1A9a would be here so quickly -- and I had
 promised 25X1A9a that we would handle the 25X1A9a case so
 that he could participate fully.

Well, to go back to the 25X1A9a case.
 25X1A9a May I suggest that we take the
 25X1A9a case next? because the more we talk, the less fresh it gets.

25X1A9a All right. That is a good point.

Would you like to start talking about it?
 25X1A9a Well, a valiant effort was made
 to distinguish this period from the Central Cover function for 25X1A9a
 I'm not accusing this man of doing it, but I mean in fact that is what
 he did do -- it was to distinguish it in part. Now whether it's enough,
 I don't know. How do you feel about it, Sid?

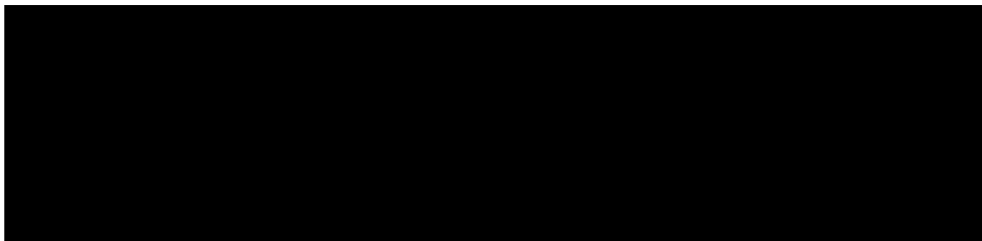
25X1A9a Well, on 25X1A9a I say here in my
 notes: group concerned that handling of agents our own staffers and
 even contracts in the local area did not require real tradecraft.
 Does it really ... focal point a case officer
 of things being done by others? - as I said when he was sitting here.
 For awhile I wasn't with him at all. He wasn't saying anything that
 persuaded me terribly. I almost feel he is talking more about the way
 25X1A9a things will be done from now on rather than the way they were done
 25X1C with 25X1A9a I still am inclined to think with 25X1A9a - and, you

Now 25X1A9a introduced a new concept which
 might be more applicable to others that follow, that - "No, these are

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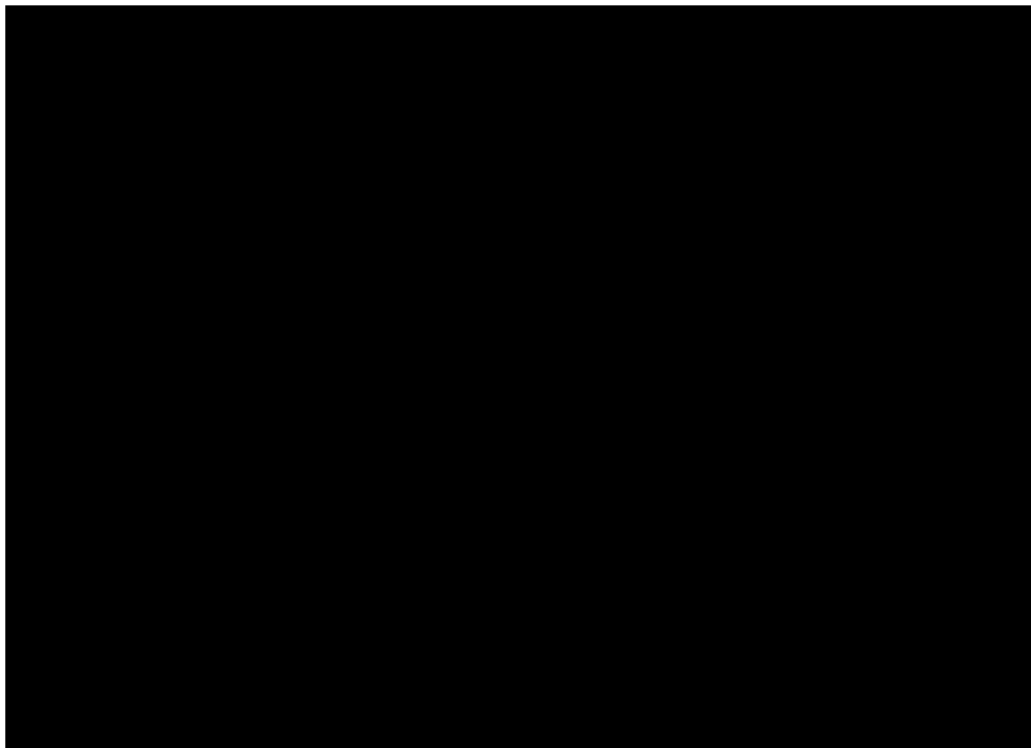
25X1A



And I have to admit I am persuaded by the fact that we are looking for just four months here.

25X1C

In his pitch here he says, "In the case of one



I don't know. I find it a difficult one.

25X1A9a

Well, it does involve a hell of a lot

of people, because EUR has already embarked on this program and

25X1A6a

they have people in [redacted] and they have them in [redacted]

and they're going out at a fairly rapid rate. And there is going to be

more of this. There has got to be more of this, actually. But

they have made a massive effort on this thing and they've already got

a significant number of people overseas.

25X1A9a

I wonder if we have a working

basis here that from now on the staff people who are required to

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25X1A9a

exercise the super-cleanliness that [REDACTED] spoke of, could be considered to be performing the necessary kind of tradecraft and so on, but that this is the last of the old school --

25X1A9a

[REDACTED] Well, it's funny how we are coming to that. We're all getting smarter, I guess.

25X1A9a

[REDACTED] I would call [REDACTED] a special case. 25X1A9a

I can find four months under the new regime, and I'll give it to him. But henceforth I would like to think they were all operating under the stringent tradecraft requirements instead of the old system.

25X1A9a

[REDACTED] Right. Again, I think we [REDACTED] have to take each case and consider each one. If he didn't have these two contract agents here -- and I may be making much out of nothing -- but I would find it hard to go for it.

25X1C

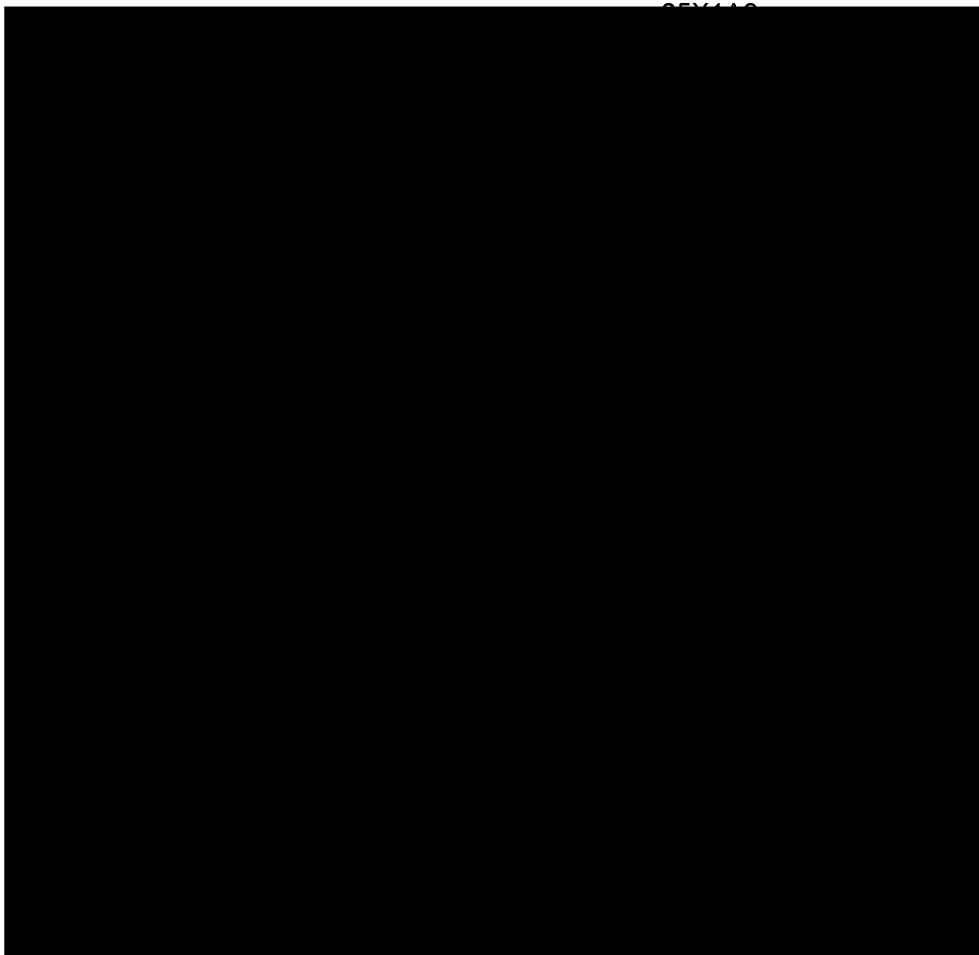
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25X1A9a

██████████ You know, about a month ago there was a CS Panel that was picked strictly on groundrules to establish and then reenforce procedures for nonofficial cover -- and this ties in - this whole part of it--

25X1A9a



for a motion.

25X1A9a

██████████ Yes, I'll move that that is the way I'd like it to go --

25X1A9a

██████████ Jay?

██████████ No, I am not convinced at all, and I'm concerned that it is a dangerous precedent, because I'm afraid we may have in Central Cover types of cases of I don't know how many others that may be coming up. I have no problem with what ██████████ 25X1A9a was saying for the future - for that kind of work coming along in the future, but I don't know how many have done the kind of thing that ██████████ has done 25X1A9a

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25X1A9a

25X1A9a

~~OEY4AO~~

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rent a room somewhere and have these people learn 25X1A6a

25X1A9a

No, no, that is only one aspect - the language aspect -- the man who is going under nonofficial cover, if he doesn't have the language of the country he's going to, he will be given the language -- but that is a peripheral aspect. For example, if somebody was going to be sent to 25X1A6a there is a great number of people who speak 25X1A6a and there would be no language training involved there. But there already are significant numbers of people in Southeast Asia, Europe, Africa -- and it's building up, because that is going to be the overseas operating staff for the future.

25X1A9a

Sid, there's no argument on that, but are the guys sitting here who go out and service those people, are they earning qualifying service --

25X1A9a

This is the only way they can be trained, since they are here -- the basic approach that is involved here particularly in EUR is they have developed their own standards of nonofficial cover -- and 25X1A9a did mention that briefly -- but that is what they are involved with here, and they are going through all of the procedures involved, that they will be using in terms of

25X1A9a

25X1C

25X1A9a

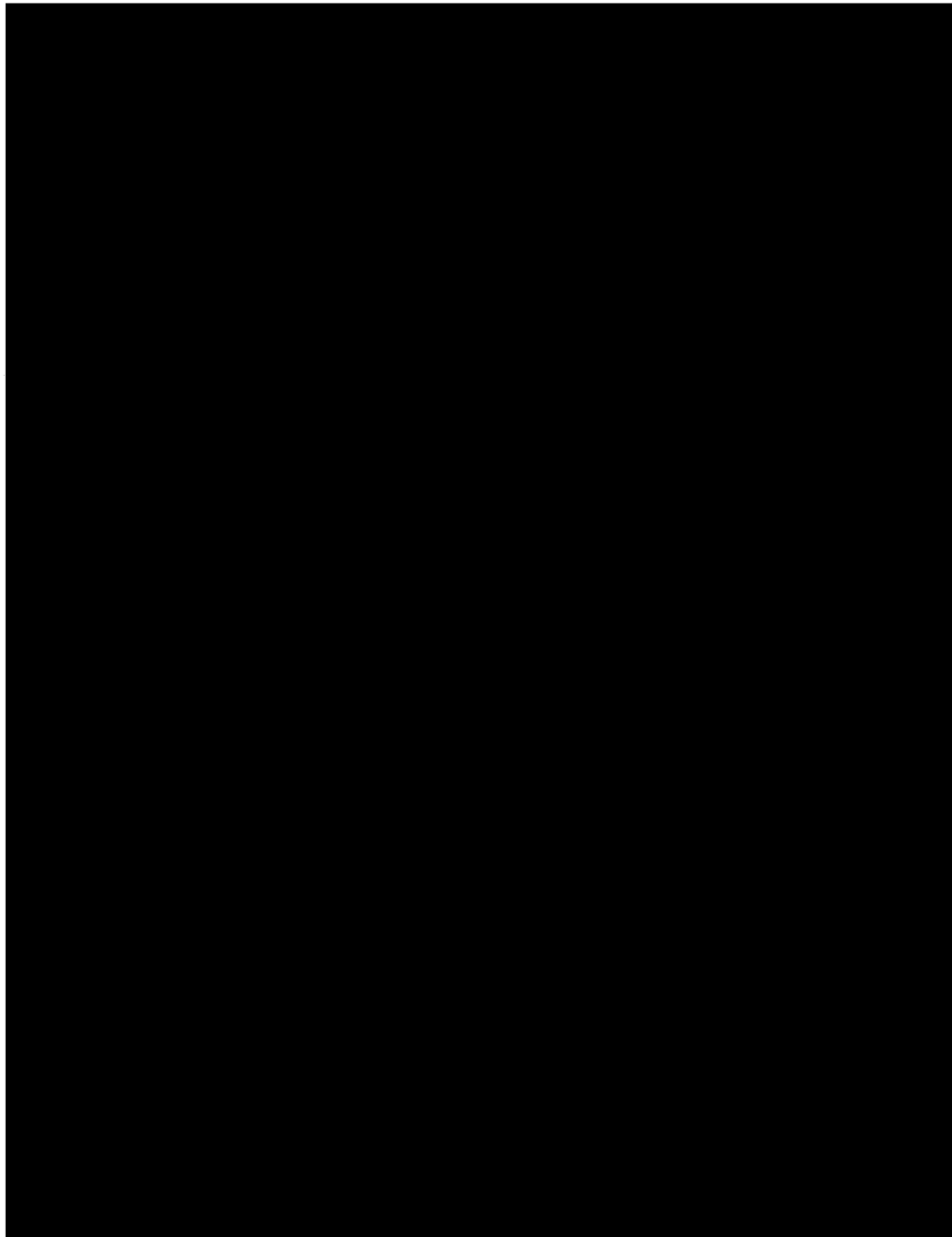
Let me try one other tack -- and I'm almost trying to convince myself as I convince you, 25X1A9a

25X1C

The point he was making for example with one of the characters that

25X1C

SECRET



did? -- Or do you feel you have enough now --

25X1A9a

No -- I wish I could have

25X1A9a

and all these others here.

I think I can see some daylight on

25X1A9a

but some of these old cases bother me.

25X1A9a

Well, I think we have a vote,

25X1A9a

and we will indicate in our vote that

dissented.

25X1A9a

I have a copy of the papers

that Col. White approved on those other three cases, which you can

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SECRET

take back with you. 25X1A9a [REDACTED] then distributed referenced papers to the Board members.)

. . . Motion was then passed that Mr. Robert 25X1A9a [REDACTED] be designated as a participant in the CIARDS . . .

25X1A9a [REDACTED] Now let's go back to the first item on the agenda for today. We have 29 people who have completed more than five years of Agency service and appear to meet the criteria for designation as participants in the System.

. . . Motion was made, seconded and passed that these 29 people be designated as participants in the CIARDS . . .

25X1A9a [REDACTED] We have one man - 25X1A9a [REDACTED] who has applied for voluntary retirement on 30 June 1971 when he will be age 50 and otherwise qualified.

. . . Motion was made, seconded and passed that this request be approved . . .

25X1A9a [REDACTED] Two add-ons for voluntary retirement. 25X1A9a [REDACTED] - voluntary retirement 31 December 1970, age 55, with 31 years of Federal service, 10 years with the Agency, and 10 years of qualifying service. A career agent. Every day he has been with the Agency has been qualifying service. And [REDACTED] - voluntary retirement 31 May 1971 -- 58 years old, 25 years of Federal service, 18 years with the Agency, and

SECRET

120+ plus months of qualifying service.

25X1A9a

cases?

May I have a motion on these two

Move their requests be granted.

Second.

. . . This motion was then passed . . .

25X1A9a

25X1A9a

Now, first of all, we do have a summary of his employment, and apparently [REDACTED] himself was satisfied with this brief statement - which says practically nothing! - primarily because I don't think he has any intention of going to work after he retires, so it wasn't terribly significant to him. But we have written one for him, and I think you have all had a chance to read it. My own feeling is that it tells quite a bit of what he did, and this has been approved by Central Cover as appropriate to put out.

There are a couple of other thoughts I'd like to throw out on this. And again, I'm sorry that [REDACTED] is not here, because he seems to feel strongly about this.

25X1A9a

The first thing is that I'm the first to admit that it is no worse than a couple of cases that we have approved -- although in each of those cases there is a little twist that might be considered different -- the terms of the funding arrangements, and maybe a little more sensitive type --

25X1A9a

And the consequences.

And the consequences of it. So I'm not prepared to say they are identical cases by any means. The IG is satisfied that the appeal that because you made a mistake once you must perpetuate it, is not a particularly valid one. [REDACTED] point I don't feel is completely valid, because he is saying - "Let's

25X1A9a

~~SECRET~~

not do it to 25X1A9a - But 25X1A9a may be the next one up here looking for the same thing, and it just seems to me wherever we do it - we do it.

Now I have a few more thoughts which are sort of helping me to see my way through this thing. First of all I think you all know I have expressed before the opinion that this is one of our most dangerous concepts, this business of - "There is nothing on the outside like the work I did here." Many of them -- and I take this case as an example -- when you break his duties down into their component parts, you could say he was a salesman, really.

25X1A

it breaks down. And if we don't stick to this type of concept there are just too many jobs that could be cited as being unique.

As I said, 25X1A9a job as Special Support Assistant to the DD/S, he has to worry with every case that comes up in the DD/P that needs some sort of staffing -- there's no counterpart to this -- but it takes good judgment in interpreting the regulations and determining equity, and talking to people, and being convinced and convincing -- it's the type of man almost any company would be glad to have, regardless of the problems.

So I'm pretty much over this hump.

Now, John [REDACTED] has brought out one other point which I think is equally valid, and that is if a man had had a 25X1A9a

25X1A

25 year career-- Now I realize [REDACTED] with [REDACTED] it was five years [REDACTED] but I suppose you could say I had seven years

SECRET

of official cover and it wasn't that different. But we are really
talking about the five years of nonofficial cover. But say a man
has a 30 year career, then does five years-- Is five years
of being in work, even if it was, as John put it, so esoteric -

25X1C

[REDACTED] - something

you very clearly couldn't use on the outside -- if he had had 25 years
of perfectly good service that he could describe on the outside, I
don't think that that five years is enough in itself--

25X1A9a

[REDACTED] That was the way I felt about that
negative engraver we had - or whatever he was. I don't think he
would necessarily always be a negative engraver.

25X1A9a

[REDACTED] So I think this is another important
concept in considering these cases. Because it could get ridiculous
and could get to the point where, for instance, Bob Wattles, the
Director of Personnel, would say, "In this 25 year career of mine
I had three months during which I did something that I just couldn't tell
anybody about." So what? He had 24 years - or whatever period -
where he was Director of Personnel, and he could tell anybody about that.
So I think that is significant.

Again, I'm sorry [REDACTED] 25X1A9a is not here,
but his main point seemed to be: I'm not really sold on [REDACTED] 25X1A9a
but don't cut it off now, because [REDACTED] 25X1A9a has been doing a lot of
crying around the Agency about how badly he is being treated. That's
the most I can get out of it.

[REDACTED] 25X1A9a Well, I think we all agree we are
not talking about ll(a) here -- we are not talking ll(b) -- we are
talking (ll)(c).

25X1A

SECRET

SECRET.

persuaded by the fact that he needs the majority of his creditable service from his domestic duty. It isn't a case of four months, like in the 25X1A9a case. So I move that we not accept the domestic service in the 25X1A9a case.

25X1A9a Second.

. . . This motion was then passed . . .

25X1A9a I can still rationalize giving it to 25X1A9a all right. I think of these cases his stands out as somebody who did something where the consequences were of great importance --

25X1A9a 25X1A9a Now I don't think I mentioned this here, but 25X1A9a who preceded 25X1A9a on the same job, wrote a summary of employment for himself when he left the Agency and got a job outside, and didn't have any problem explaining what he did and selling himself commercially.

25X1A9a 25X1A9a But he got into CIARDS. 25X1A9a But it was during the period of relaxation that he got into CIARDS.

25X1A9a 25X1A9a who was turned down by the Board a couple of meetings ago, has appealed now. They are all appealing now.

25X1A9a 25X1A9a And fortunately 25X1A9a only 25X1A9a needed about 5 months, and 25X1A9a only 16 months. So I don't think we're in too bad shape.

25X1A9a 25X1A9a Now, 25X1A9a

25X1C He needs only 7 months. Now, he too had a write-up that was mushy --

please 25X1C break out in more specific detail the time periods involved.

SECRET

You haven't seen this, so I'll just read this to you.

25X1X8

[REDACTED]

25X1C

. . . The Board was given a detailed

[REDACTED]

25X1A9a

[REDACTED] was engaged in, and the

Board was satisfied that there was a full

seven months of it . . .

25X1A9a

[REDACTED] I think somebody ought to get to

25X1A9a

[REDACTED] though, and tell him not to put in things like he had

in his paragraph 3 in his memo of 23 July:

25X1A9a

"With the advance of time, the changing state of the art, and technical improvements, [REDACTED] is no longer able to make an effective contribution in this area. He strongly desires to embark on a new career while he is young enough to do so."

He keeps muddying the water. And it kind of annoys me. What he says in paragraph 3 doesn't make any difference. It annoys me, because I would like to be able to consider these cases on their merits and not on this kind of thing.

25X1A9a

[REDACTED] I think he is trying to make some

25X1A9a

sort of pitch to the CSPS at the same time as he's making one to us.

[REDACTED] He can make that orally.

25X1A9a

. . . Motion was then made, seconded, and passed that [REDACTED] be designated a participant of the CIARDS . . .

25X1A9a

25X1A9a

[REDACTED] Next case, [REDACTED]

I should add, there's no retirement involved here -- she just wants into

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the System now. She has agreed to extend until July, 1971.

She needs only five months. I'm always annoyed to be pushed on these before they're ready to retire, but I must admit I was persuaded that she had five months worth of creditable service.

25X1A9a

Why are you annoyed?

I don't know -- I just like to consider those when they are ready for retirement. I have no logical basis for my annoyance -- but I like to feel - "If you really want us to consider this, tell us you are leaving and then we will consider it" -- but I know we can't say that.

25X1A9a

Tell me, again, what difference

does it make to her other than the psychological one?

25X1A9a

I'm afraid we are a victim here

of our own actions to ensure that everybody gets a fair shake, because she was given a form letter which told her she didn't make the System but that she might have some information we didn't have, and that if she thought she was qualified she had every right to tell us so. And we have to do that, because the Director was getting very upset about people saying, "Nobody ever told me this" -- you know, that type of thing. So we have strengthened the procedures so that nobody could ever say that they didn't know what was happening. And I think she was just responding to this memo from us. Now I know there are a lot of people in the Agency who get this notification and say to themselves they think they've got some domestic qualifying service but they'll wait awhile, because they might get the overseas service in the meantime.

25X1A9a

That is why I am asking what is the

equity of the individual in getting in now as opposed to --

25X1A9a

It's right there under the law and

the regulation.

SECRET

SECRET

25X1A9a

[REDACTED] any financial or tangible benefits?
[REDACTED] only financial one would
be if she died.

[REDACTED] The reason she has so much
service is because from 1960 to 1968 she was a contract employee
and we didn't consider her case until she popped up as a staff employee
in 1969.

25X1A9a

25X1A6a

[REDACTED] But to find five months out of the 13
years she was [REDACTED] living this dual existence sort of life, I
must admit that I don't have much trouble finding the qualifying service

25X1C

there.

[REDACTED]

25X1A9a

. . . Motion was then made, seconded and
passed that [REDACTED] be made a
participant of the CIARDS . . .

25X1A9a

5X1A9a

[REDACTED] Now, on
this case I went to [REDACTED] and said, "Van, can you do a job for
me on this? can you try to pin down a little better what this [REDACTED]
[REDACTED] did?" He needs 21 months. We have the earlier paper

which speaks of at least 24 months of the [REDACTED] 27 at the [REDACTED]

25X1A6a

25X1A6a

[REDACTED]

sounded impressive to us at the time, but we said even if that was
all good service, he still needs 38 months. Now we have the
statement by [REDACTED] that for that first year at the [REDACTED]

25X1A6a

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25X1C

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"You don't owe me anything, and I'm not arguing with you, but these are the facts."

I have been assured by Logistics that there has been no one over the years who has been as constantly exposed to the

25X1C

25X1A9a

[REDACTED] I don't have any trouble with it.

I'm sure you could explain this kind of duty to a Congressman an awfully lot easier than the Central Cover type of duty.

25X1A9a

[REDACTED] Sure.

Jay?

25X1A9a

Just a question. Do I understand that in addition to [REDACTED] report - from which I get something like 15 months, we considered a couple of years of duty --

25X1A9a

[REDACTED] Yes. At the last meeting

25X1A6a

after hearing his story and interrogating him we were willing to accept that that [REDACTED] time was pretty good -- as a matter

25X1C

[REDACTED]
time, you still don't have enough." At that point he needed another 12 or 14 months. So now it looks like we get it out of this --

25X1A9a

[REDACTED] Oh yes! I have no problem then.

[REDACTED] in terms of actual overseas service, though, he did have very little.

25X1A9a

[REDACTED] He even came back short of tour, but he got caught in a cut in slots.

25X1A9a

[REDACTED] Can we put him in the System

SECRET

SECRET

based on the fact that he applied and appeared before the Board before he was [REDACTED] transferred to contract status? On 17 October 1970 they converted him to contract status.

25X1A9a

[REDACTED] I was going to raise that the last time we cons
[REDACTED] : It's really our fault --
[REDACTED] Yes, he had had his career --
[REDACTED] : And he would have had a vested right --
[REDACTED] Yes, I think we should consider

the time as of his application.

25X1A9a

[REDACTED] Yes, I think this is very clear that his application was in well before his conversion. It was our desire to gather further proof -- plus the fact that his conversion to contract was clearly at the request and convenience of the Government, and which this man could have held up until action by this Board, but I think he just assumed this Board would do the right thing by him.

25X1A9a

[REDACTED] Well, the Regulation doesn't limit it to Staff -- it says "be serving on a career basis."

25X1A9a

[REDACTED] Some people in your office (indicating [REDACTED] say it's limited to staff and career agents.

25X1A9a

25X1A9a

[REDACTED] Well, I know, but that's just a little shorthand - with that qualification. But this man has had his career.

25X1A9a

[REDACTED] It also says if a man is in the System and converts to contract, he has a vested right - he can carry it with him, but if he doesn't have a vested right he can't carry it with him.

25X1A9a

[REDACTED] The man who was contract and never had a true career relationship is the one we're against. If you

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recall, we had another guy who had a 22 year career with us -- it's pretty hard to say he didn't have a career relationship, albeit some of it was in contract status.

25X1A9a

Service in October

contract employee

retired under Civil

No, no -- he converted to a

He is still at the

25X1A9a

25X1A6a

. . . Motion was then made, seconded, and passed that be made a participant of the CIARDS . . .

25X1A9a

25X1A9a

25X1A9a

She was in CIARDS but

requested to go back to Civil Service.

25X1A9a

This seems like a pretty easy one

to me. It's clearly the Agency that is interested in keeping this woman on, who has this unique talent of being a good editorial worker.

25X1A9a

For five months.

An extension of five months,

until 30 June 1971. Mr. Howard Ehrmann is supporting it, and the DD/P has gone along with it. I don't have too much trouble with this.

May I have a motion on this one?

25X1A9a

move that the request be granted.

Is the DD/P taking action to

replace her?

25X1A9a

No, they were very glad to see

her retire. Jay, the truth is she would go if we said "go". She

~~SECRET~~

SECRET

is not pushing for this. She is almost agreeing to hang on for five months. And she's approaching an 80% annuity. No, this is strictly for the convenience of the Government. Howard Ehrmann has called a couple of times asking to please don't let this woman go.

25X1A9a

He is the most effective lobbyist

around this place these days!

25X1A9a

Isn't she about the maximum age

now?

He is past the maximum under

CIARDS -- which is why she went back to Civil Service.

25X1A9a

She will have 37 and a half years.

. . . Motion was then seconded and passed

25X1A9a

that [REDACTED] be granted an extension of her retirement date under the Civil Service Retirement System to 30 June 1971 . . .

25X1A9a

Next case,

25X1A9a

This woman is a GS-5 widow, a telephone operator, and she asked for extension until November 1973. Then [REDACTED] letter, and which was signed off by Coffey, asked to please extend her until April, 1973. Then [REDACTED] discovered that mistake and wrote his memo of 9 November, in which he said, "In fact, her request was until November, 1973, her 20th anniversary..." - which in fact it is not! - and I don't know why he threw that in -- because she didn't come with us until 1959 -- so it would actually be her 14th anniversary with us. And when I looked at that [REDACTED] and then saw that \$1900 annuity, it looked like an awfully small annuity.

25X1A9a

SECRET

SECRET

Just to refresh your memory on this case,
she originally was given an extension so that she would have twelve
years of Government service.

25X1A9a

And now she is asking for more --

Yes, she is asking for more --

and I can see why -- if she went out in November, 1971, she will have
an annuity of \$1500 a year! - which is really below the poverty level.

25X1A9a

Well, if she is getting nothing as
a widow -- at least she makes the claim that she is getting no
annuity or insurance or anything.

25X1A9a

She will get Social Security,
because she worked for

25X1A9a

We will do very little of this in
the future - that is, hire women 53 years old. But the fact that
we hired her is testimonial to the fact that it is very difficult to get
telephone operators to sit there for a GS-5 salary. We just can't
get them. Well, that was quite a speech for a case that
really doesn't need much selling.

25X1A9a

For how long?
To November 1973.
We're kind of breaking down our
policy a little bit
We have done it a couple of times,
particularly on low level people.

25X1A9a

Actually this is three years from
this date. That is social security on an order we haven't
given before! three years.

25X1A9a

It's a two year extension. Admittedly
we're doing it ahead of time -- it's almost - "let's let the poor woman
relax and not have to worry about this."

SECRET

~~SECRET~~

25X1A9a [REDACTED]: This is so her house gets
paid for.
[REDACTED]
When is it that her house will be
paid off? in 1973
[REDACTED]
As a matter of fact, that might
25X1A9a have been what [REDACTED] had in mind -- because that is
when her mortgage would be paid.

25X1A9a . . . Motion was then made, seconded, and
passed that [REDACTED] retirement
date be extended to November, 1973 . . .

25X1A9a [REDACTED] The next two cases are good --
they must be removed from the CIARDS. We can just okay those.
25X1A9a [REDACTED] Yes. They are both Office of
Communications, and they are both not qualified and must be removed
25X1A9a from the CIARDS. This is their 15th anniversary review. Mr.
[REDACTED]

25X1A9a . . . Motion was then made, seconded, and
passed, that [REDACTED]
be removed from the CIARDS . . .

25X1A9a [REDACTED] The next case is Mrs. Bertha
25X1A9a [REDACTED]

25X1A9a [REDACTED] I have nothing against Bertha
25X1A9a [REDACTED] but I felt it was my duty to add those inconsistencies on the
fact sheet there.

25X1A9a [REDACTED] We look to you to point out any
inconsistencies.

~~SECRET~~

SECRET

25X1A9a

My feeling on this one was that it was handled kind of badly all along, because it seemed to me that when she originally surfaced her problems with the DD/P you could see she would be wanting a little more, and a little more -- and this will be a third extension now -- and each one was for six months -- and now another six months -- and when you think of all the paper work that has gone into that! And you notice that after 27 years of Government service she has zero hours of sick leave, and 83 years of annual leave -- it's a pretty sad performance, really.

25X1A9a

MR. BENTHALL:

And I think this is the one where there is a request in for 32 hours of advance sick leave, too.

25X1A9a

But she is a GS-6, and she is in RID, and she is a clerk -- and the DD/P seems satisfied with the idea of getting her off the rolls as of 30 June 1971.

25X1A9a

And the 1st of June 1971 she will write this same memo again.

25X1A9a

The only thing I made a note of here was: Recommend approval as a terminal extension and upon receipt of DCI approval she be asked to sign a retirement application for 30 June 1971 -- or before she is even told her request has been approved. Make it a terminal extension -- with a signed retirement application in hand.

25X1A

. . . Motion was then made, seconded, and passed, granting an extension of retirement date of [REDACTED] until 30 June 1971 . . .

25X1A9a

We have an added starter here -

the case of 25X1A9a

Let me try to explain this

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SECRET

25X1A9a [REDACTED] case to you -- or maybe 25X1A9a [REDACTED] should be explaining it to us -- because I'm not sure of their reasoning. But this is a man who is 62 years old and should be retiring. He has been off sick for quite some time. He seems to be developing into a depressive case. He just came back to work on the 1st of December and the people with whom he works are saying that for him to come back on the 1st and go out on the 31st of December would be too much for him -- it would be traumatic. So they're asking for three more months to let him adjust better to this.

25X1A9a [REDACTED] I had I think four individuals call me about this, Harry, and they all told much the same sort of story -- and all of them had worked with him for a long time. They at first were going to go for your D/Pers 60 day discretionary type of thing --

25X1A9a [REDACTED] I had suggested that. I said, "If you think it's really 90 days then request 90 days and we will consider it in the Board." I feel it is justified.

25X1A9a [REDACTED] When I was asked about this I said to either make it two months or go for the six months.

25X1A9a [REDACTED] They don't want to go that far, and they don't think it's necessary to go that far in rehabilitating him before retirement.

25X1A9a [REDACTED] General Harold Knowles, We do have [REDACTED] who seems to be a pretty conservative guy, ^{says} (he goes along with this) -- and Mr. Coffey was persuaded that this was a legitimate request. So, if you all have no problem with it. We are particularly interested in it because we may pick up a slot when he leaves and handle all of this transportation down in Central Processing.

SECRET

25X1A9a Well, I think we have a motion, second, and
approval of an extension for [REDACTED]

25X1A9a When is our next meeting, Murray?
[REDACTED] 7 January.

. . . The meeting adjourned at 4:10 p.m. . . .

SECRET